

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
October 9, 2017

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Billy Fried, Carol Pederson

LRES COMMITTEE MEMBERS ABSENT: Dave Hintz, Sonny Paszak (both excused)

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Darcy Smith (Finance)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the 1st Floor Conference Room of the Oneida County Courthouse. The meeting has been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act.

APPROVE AGENDA

Motion by Pederson to approve the agenda for today's meeting. Second by Fried. All members present voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Cushing to approve minutes. Second by Pederson. All members present voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Charbarneau presented bills for pre-employment screening and job advertising. Motion by Fried to approve the bills and vouchers as presented. Second by Pederson. All members present voting 'Aye'. Motion carried.

2018 HEALTH INSURANCE

Charbarneau summarized the current year health insurance plan and her discussion with WCA Group Health Trust regarding the 2018 plan. Charbarneau got the 2018 premium increase down to 5% but needed to change out-of-pocket maximums for out-of-network services in order to do so. The COBRA/retiree plan premium increase remains at an 8% increase. Discussion held on options for moving more retirees to the HRA plan in order to minimize premium increases each year. Charbarneau notes that her office will continue to work with retirees to get as many retirees as possible on the HRA plan. Charbarneau summarized the fiscal impact statement for the 2018 health insurance premium changes. Charbarneau discussed the option of offering an "opt out" payment to employees that don't take the health insurance; discussion held on the pros and cons of this option. Discussion held on options for the 2018 insurance/HRA/MERP plan design. Charbarneau says she will bring back the 2018 plan design with finalized numbers to a future meeting. After budget hearings this week, the Committee will have a better idea of where numbers are at in the 2018 budget. Cushing asked Charbarneau to go back to the health insurance company and see about getting another .5%-1% reduction on the 5% premium increase.

2018 LRES BUDGET

Discussion held. Motion by Cushing to approve the revised 2018 LRES Budget as presented. Second by Pederson. All members present voting 'Aye'. Motion carried.

2018 GENERAL MUNICIPAL EMPLOYEE WAGE INCREASE

Discussion held on what other counties have approved for 2018 wage increases. Smith proposes a 1% 2018 increase, feeling this is an average of what other counties are offering. Charbarneau cautioned the Committee at approving a lower than average cost of living increase that would throw off the wage schedule. Discussion held on offering a lump sum payment rather than an increase that would affect the wage schedule. Cushing suggests going into budget hearings with a 1% proposed cost of living increase. Charbarneau notes that the LTE 2018 schedule already was approved at a 1% increase for 2018. Further discussion held. Motion by Cushing to increase wages to 1%, to be determined how the increase would be paid at a later date. Second by Pederson. All members present voting 'Aye'. Motion carried.

RESOLUTIONS

Charbarneau summarized resolutions for proposed added positions to the 2018 budget. Charbarneau clarifies that which resolutions are actually approved will depend on which positions remain in the final approved 2018 budget. Discussion held on effective date wording in resolutions. Motion by Cushing to forward the resolutions outlined in today's agenda under item number 8 to the Administration Committee and County Board for final approval. Second by Fried. Roll call vote taken with all voting in the affirmative. Motion carried. Committee reviewed and signed each resolution.

OUT-OF-COUNTY TRAVEL: WORKMAN'S COMPENSATION OVERVIEW

Charbarneau reports that Employee Services Assistant Lindsey Kennedy and herself would like to attend a WCA County Mutual Workman's Compensation Overview in Stevens Point on October 11th. Charbarneau states that this all-day presentation is free and lunch is included so the only costs will be mileage. Motion by Cushing to approve the out-of-county travel to the Workman's Compensation Overview. Second by Pederson. All members present voting 'Aye'. Motion carried.

FUTURE MEETING DATES

October 26, 2017 at 10:00 a.m.
November 8, 2017 at 9:00 a.m.

FUTURE AGENDA TOPICS

2018 Health Insurance

PUBLIC COMMENTS

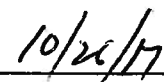
None

ADJOURNMENT

Motion by Cushing to adjourn meeting. Second by Fried. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:12 a.m.



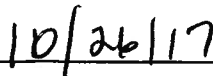
Ted Cushing, Chairman



Date



Jenni Lueneburg, Committee Secretary



Date